

27 October 1977

MEMORANDUM FOR: Acting Deputy Director of Central Intelligence

THROUGH : Acting Deputy Director for Administration

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FROM :

The purpose of this memorandum is to request that I be promoted retroactive to 10 May 1976. My rationale in support of this request is as follows:

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On 10 May 1975, I was assigned to the position of Deputy Chief, [REDACTED] OC; a GS-16 position. At the time of my retirement on 31 December 1977, I will have served in that position for over 31 months.

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During August 1976, approximately 15 months after I was assigned as Deputy Chief, [REDACTED] several supergrade promotions were announced. Since this was the second announcement of promotions following my assignment to the GS-16 position, I requested and received career counseling from Mr. [REDACTED], Deputy Director, OC. Mr. [REDACTED] advised me that he and [REDACTED] were very pleased with my performance and that I, along with other deserving GS-15's, had been recommended for promotion. He explained that the DDA Career Panel considers and ranks all personnel so recommended and the Associate DDA determines how many personnel will be promoted. Mr. [REDACTED] opined that I should make it the next time around.

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In November 1976, several additional supergrade promotions were announced. Following this disappointment, I discussed my situation with Mr. [REDACTED]. He confirmed Mr. [REDACTED] views of my performance and explained that OC promotion headroom at the GS-16 grade level had been used to promote personnel serving in other Offices of the DDA. Mr. [REDACTED] stated that he had and would continue to do his best to correct this situation. (It is my understanding that eight, approximately one-half, of the GS-16 positions assigned to OC are currently being used to cover Personal Rank Assignments in other offices of the DDA.) Several days after my conversation with Mr. [REDACTED] I was advised by Mr. [REDACTED] that I was number one on the promotion list. As you are aware, there were additional supergrade promotions in August 1977; no one in OC was promoted.

I am aware that the Director has statutory authority for the administration of personnel policy within the Agency, and that he is not obligated to follow Civil Service guidelines, nor am I suggesting that he should do so. It is significant, however, that the situation I have described could not have happened elsewhere in government, including other organizations that are also exempt from Civil Service regulations.

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